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That unregulated private employment offices are a social menace is confirmed by a mass of effective illustrative material gathered principally in New York City. A general description of philanthropic agencies is given, and also an enumeration and critical analysis of city ordinances and state laws dealing with the problem.

In conclusion, two short-time programs, one national and one municipal, and a long-time program, are offered. The short-time national program is, briefly, "the establishment of a system of Federal employment bureaus"; regulation and extension of government work in slack seasons or periods of industrial depression; and provision made for sending settlers to the land. Finally, "there should go out from the President's office an urgent message to stimulate local governments of both cities and states to shoulder their burden uniformly." The short-time program for cities includes an extension of public works; the ascertaining of "the resources of industries, whether they are carrying as full a force as possible, whether they are giving the maximum of relief to their own dismissed employees, and whether their plants could be adapted to other work, the products of which may be in demand"; the establishment of sewing rooms and "temporary workshops for war supplies"; an odd job campaign; and direct relief giving when necessary.

The long-time or preventive program has five interlocking divisions: the obtaining of accurate information, the organization of the labor market, industrial organization looking toward the reduction of seasonal and casual labor, the direction of workers into industry, and some form of insurance which will relieve the unemployed.

Comprehensive programs, accepted by modern European countries as working policies, are not generally accepted as political expedients in the United States. Hence the work of the propagandist is still in its initial stage. Herein lies the main value of the book.

Theresa S. McMAHON.

*Report of the Bureau of Labor on the Conditions of Wage-Earning Women and Girls. State of Connecticut.* CHARLOTTE MOLYNEAUX HOLLOWAY, Industrial Investigator. (Hartford: Published by the State. 1914. Pp. 139.)

In 1913 the general assembly of Connecticut authorized an investigation of the conditions of women and girls employed in the

state in stores, public utilities, photographic, undertaking, millinery and dress-making establishments, hotels, restaurants, laundries, hair-dressing and barber shops, domestic service and tenement house work. Miss Holloway was appointed the investigator.

Since she "preferred to pursue a particular line of method which prevented the including of any one else" (p. 7), she did not use the possible aid of the Bureau of Labor Statistics, and "for the same reason no outside assistance was sought." Her method naturally limited the field of inquiry, and, excepting a brief chapter on telephone exchanges and another on hotels in the chief Connecticut cities, the report deals entirely with women and girls employed in stores. Detailed schedules were secured from 4,508 store employees, employers were interviewed and pay-rolls examined.

The employees were, for the most part, young native-born women of native or Irish parentage, and the group contained few members of the newer immigrant races; 34.86 per cent were in the age group 16-20; 90.88 per cent lived at home and practically all contributed to a family income, thus dealing another blow to the discredited pin-money theory; 52.3 per cent received less than \$8 a week, the largest wage group (614) receiving \$6. Miss Holloway agrees with the United States Bureau of Labor and the New York Factory Investigating Commission that custom exerts a strong influence on the wages of such labor, and that wages show little relation to age, education, or experience. Excepting among five and ten cent stores, she reports great uniformity in wages paid by stores throughout the state, but sanitary conditions and hours of work were found wholly unstandardized. The workers appeared helpless to remedy bad conditions even when other possibilities were conspicuous in neighboring establishments.

Living expenses were studied, and facts support the opinion of the experienced women interviewed, who agree that \$9 a week was necessary to decent living; 62.8 per cent of the group received less than this. The loss of income due to irregularity of work was not ascertained but is admitted to be important. Of more than 5000 employees, less than 220 are ranked as immoral, and these are not among the ill-paid.

The small appropriation (\$3000) perhaps necessitated an individual rather than a group survey. The avowed preference for it on other grounds seems unwarranted. The investigator is evidently a skilful interviewer, and has collected much interesting ma-

terial. Her verbatim reports of statements made by certain girls and women convey marvellously graphic impressions and constitute a valuable section of her report. But collaboration might have prevented some of the defects which obscure the merits of her work. The generalizations, when not based directly on the facts observed, are for the most part worthless, and the whole report is singularly ill-written.

The individual method has greatly limited the intended scope of the investigation, and the commissioner of labor statistics recommends a four years continuation, so that all the occupations specified in the Act of 1913 may be studied by Miss Holloway. This policy requires over five years for the whole task and prevents a survey which will show contemporaneous conditions in the several occupations. It thus weakens the Act of 1913 as a preliminary to early and efficient legislation concerning women wage-earners in Connecticut.

EMILIE LOUISE WELLS.

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*Violence and the Labor Movement.* By ROBERT HUNTER. (New York: The Macmillan Company. 1914. Pp. xiv, 388. \$1.50.)

The controversy as to the place of direct action in the tactics of the labor movement, which has disturbed American socialism for the last four or five years, is responsible for this study by Mr. Hunter. He has endeavored to review the more important instances of the adoption of violence as a weapon of labor, to show the unfortunate results of such tactics, and to analyze the psychology of the advocate of violence.

The historical parts of the work give a clear summary of terrorist movements in western Europe, since Bakunin's day. The battle between Marx and Bakunin is vividly pictured and ample quotations from documents not easily accessible give this part of the work special value. The connection between anarchism and the modern syndicalist movement is established; little, however, is said about the actual use made of any of the methods of direct action by the syndicalists of Europe, or their counterparts in America. A review of these matters would have been within the scope of the work and would have added to its value. There is, however, an admirable chapter dealing with what Mr.